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Criteria used for recruitment to support account posts

Report of the Secretary-General*

Summary

Pursuant to General Assembly resolutions 56/293 and 57/318, the present report provides details on the current selection criteria for support account posts and outlines the current criteria used for the selection of staff for posts subject to geographical distribution in the system of desirable ranges. The report also analyses possible criteria for recruitment against peacekeeping support account posts, taking into account the situation of troop-contributing Member States. The methodology provides a number of options in conjunction with the system of desirable ranges for recruitment against positions financed by the support account.

* The submission of the report was delayed due to a number of factors, including the difficulty of integrating post and personnel data from various departments and the inclusion of these data into workable simulation scenarios for the development of recruitment criteria.

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I. Introduction

1. The present report of the Secretary-General on the criteria used for recruitment to support accounts posts, in particular those in the Department of Peacekeeping Operations, is submitted in accordance with requests made by the General Assembly in its resolutions 56/293 of 27 June 2002 and 57/318 of 18 June 2003. The report presents details on the current selection criteria for support account posts, outlines the current criteria used for the selection of staff for posts subject to geographical distribution and analyses possible future criteria for consideration in recruitment against peacekeeping support account posts. The report introduces a methodology based on that of the system of desirable ranges, which includes, in addition to the three traditional factors used — membership of the United Nations, population and contribution to the budget — a new troop contribution factor and analyses this in relation to the present situation.

2. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which states:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

II. Current selection criteria for support account posts

A. Criteria used for selection

3. As reaffirmed by the General Assembly in its resolution 57/305 of 15 April 2003, the primary consideration governing the recruitment and employment of staff derives from Article 101, paragraph 3, of the Charter. In considering applicants against the approved evaluation criteria, the highest standards of efficiency, competence and integrity remain the primary factors in the selection of all staff for posts financed under the peacekeeping support account.

4. Posts funded from the peacekeeping support account are not governed by the system of desirable ranges set out in General Assembly resolutions 42/220 A of 21 December 1987, 51/226 of 3 April 1997 and 53/221 of 7 April 1999. In recruitment against support account posts, due regard is given to the principle of equitable geographical representation and gender balance in the Secretariat. In addition, fullest regard is given to candidates with the requisite qualifications and experience already in the service of the United Nations, as reaffirmed in General Assembly resolution 55/258 of 14 June 2001. Finally, in its resolution 55/238 of 23 December 2000 the Assembly accepted the recommendation of the Special Committee on Peacekeeping Operations that troop-contributing countries be properly represented in the Department of Peacekeeping Operations, reflecting their contribution to United Nations peacekeeping operations.

5. Since posts under the peacekeeping support account are not subject to the system of desirable ranges, numerical targets do not exist. Taking the various criteria set out by the General Assembly into consideration during the review and selection

process is complicated, as they may be conflicting in the context of individual cases. For example, a number of major troop- and police-contributing countries are considered overrepresented within the Secretariat with regard to posts covered by the system of desirable ranges.

B. Measures taken by the Department of Peacekeeping Operations in recruitment to support account posts

6. After consideration of the report of the Panel on United Nations Peace Operations (see A/55/305-S/2000/809), significant additional staffing resources were approved for the Department of Peacekeeping Operations, as well as for other offices and departments. In the filling of these posts, primary consideration was given to identifying the most qualified and suitable candidates. In the review process managers were provided with information on the representation status of Member States and current troop and police contributors. They were directed to take these elements, together with gender goals, into consideration when making recommendations for selection. Senior managers also reviewed both individual cases and the overall pattern of recommendations in the context of legislative mandates with regard to gender parity, geographical diversity and proper representation of troop- and police-contributing countries.

7. The candidates selected for Department of Peacekeeping Operations positions funded against the support account were those whose qualifications and skills were considered most suitable for the positions concerned. The report of the Office of Internal Oversight Services on the audit of the policies and procedures for recruiting Department of Peacekeeping Operations staff in 2001[1] found that the selections made were generally equitable and balanced. The similar report of the Office of Internal Oversight Services on recruitment in 2002[2] found that the selections made were similarly well dispersed and reflective of significant progress in regard to the recruitment of female candidates. In both reports the Office of Internal Oversight Services recommended that the Department continue its ongoing efforts to make further improvements in these areas.

8. In the period from January 2003 to the end of February 2004, the Department of Peacekeeping Operations selected 78 candidates for positions at the Professional level. Sixteen of those selected were already serving in the Department, and, thus, their selection did not affect the profile of the Department in terms of gender and geography. Sixty-two of those selected were considered external candidates, coming from other areas of the Secretariat or from outside the Organization. In terms of geographical diversity, it is noted that those 62 candidates came from 45 different Member States. With regard to the representation of troop- and police-contributing countries, 15 of the individuals selected were from the top 20 troop-contributing countries. During the period, candidates from two of the largest troop contributors were appointed to two of the Department's Director-level positions, Director of Change Management and Civilian Police Adviser. With respect to gender goals, the Department made further progress in 2003, particularly at senior levels. Overall, the percentage of female staff at the Professional level increased from 29 to 32 per cent. For positions at the D-1 level and above, female representation increased significantly, from 16 to 32 per cent.

III. Analysis of options

9. The system of desirable ranges for staff in posts subject to geographical distribution under the regular budget has been the system approved by the General Assembly since 1960. With a view to developing realistic and operational options for staff in posts under the support account, it is proposed to use the system of desirable ranges as a workable hypothesis and to mirror its application under various options for posts under the support account budget.

A. Definition of a system of desirable ranges

1. What is the system of desirable ranges?

10. The criteria governing the system of desirable ranges are set out in section III of the report of the Secretary-General on the composition of the Secretariat, dated 11 September 1998 (A/53/375 and Corr.1 and 3). As a benchmark, the history of the system of desirable ranges for posts subject to geographical distribution is set out below.

2. Basis and history of the system of desirable ranges for posts subject to geographical distribution

11. Article 101, paragraph 3, of the Charter, which governs the selection of staff, specifies that due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible. This concept has become known as the principle of equitable geographical distribution. The application of this principle is designed to improve the geographical distribution of the staff of the Secretariat through the formulation of recruitment policies. It has no effect on their assignment or promotion or other administrative actions. In 1948, an effort was made to put this principle into effect through the introduction of the system of desirable ranges of representation for Member States. Under this system specific posts would not be distributed to Member States, but, rather, a range of posts was established within which each Member State would be adequately represented as a guideline for recruitment priorities. The concept of desirable ranges in relation to staff in posts subject to geographical distribution was approved by the General Assembly in its resolution 1559 (XV) of 18 December 1960.

12. Until 1962, only one factor was used to determine the desirable ranges: the contribution of each Member State to the Organization's regular budget. The General Assembly, in its resolution 1852 (XVII) of 19 December 1962, added two other factors: membership in the United Nations and the population of the Member State. From 1962 until 1988, the importance, or "weight", of each factor has varied according to Assembly resolutions. However, preference was always given to the contribution factor, the weight of which varied between 56 and 86.4 per cent, while the membership factor from 7.7 to 36.8 per cent and the population factor from 6.7 to 8.9 per cent. In its resolution 42/220 A, the Assembly requested the Secretary-General to base the desirable ranges, with effect from 1 January 1988, on the following six criteria:

(a) The base figure for calculations would initially be 2,700;

(b) The weight of the membership factor would be 40 per cent of the base figure;

(c) The population factor would be allotted a weight of 5 per cent and would be directly related to the population of Member States; posts subject to that factor would be distributed among Member States in proportion to their population;

(d) The contribution factor would be based on the distribution of the remaining posts among Member States in proportion to the approved scale of assessments;

(e) The upper and lower limits of each range would be based on a flexibility of 15 per cent upward and downward from the midpoint of the desirable range, but not less than 4.8 posts up and down, the upper limit of the range being not less than 14 posts;

(f) The base figure would be adjusted whenever the actual number of posts subject to geographical distribution increased or decreased by 100, the weights of the three factors being maintained.

13. Since 1988, the system of basic criteria for the definition of desirable ranges has remained unchanged. This system includes a base figure used for the calculation of all ranges. It also redefined the weight of each factor (currently: contribution, 55 per cent; membership, 40 per cent; and population, 5 per cent).

Base figure

14. The current base figure used for the calculation of all ranges is 2,700 posts. The base figure depends on the number of posts subject to geographical distribution but is not equal to it. The base figure is adjusted whenever the actual number of posts subject to geographical distribution increases or decreases by 100.

Factors

15. The *membership factor* is defined by the number of States Members of the United Nations. It is equal for each Member State and corresponds to the total number of posts for this factor (40 per cent of 2,700 = 1,080 posts) divided by the number of Member States (1,080/191 = 5.65 for each Member State).

16. The *population factor* is based on the proportion of each Member State's population relative to the total population of all Member States combined. The figures are based on United Nations statistics (*Population and Vital Statistics Report*). For each country this factor is equal to the total number of posts for the population factor (5 per cent of 2,700 = 135 posts) divided by the total population of all Member States and multiplied by the population of the relevant Member State.

17. The *contribution factor* is based on the latest scale of assessments agreed upon by the General Assembly; the number of posts allotted to each Member State varies proportionally. The contribution factor is different for each Member State, as it represents the total number of posts for the factor (55 per cent of 2,700 = 1,485 posts) divided by 100 (14.85) and multiplied by the Member State's latest assessment percentage under the regular budget.

18. The posts allotted to each Member State, as its share of the contribution, membership and population factors, are added up to establish the midpoint of each

Member State's desirable range. As explained above, a *flexibility factor* of plus and minus 15 per cent is then calculated to determine the upper and lower limits of the particular desirable range. If the figure resulting from the application of 15 per cent flexibility is less than 4.8 posts, the latter figure is applied. The minimum upper limit has to be at least 14 posts.

B. Basis and factors that may be applied to peacekeeping support account posts

Base figure

19. The current base figure used for the calculation of desirable ranges under the system for peacekeeping support account posts is 450, i.e., the number of peacekeeping Professional posts under the support account. This figure will vary with the number of professional posts approved in the peacekeeping budget.

Factors

20. The *membership factor* is calculated on the basis of the number of States Members of the United Nations. It is the same for each Member State and corresponds to the total number of posts for this factor (40 per cent of 450 = 180 posts) divided by the number of Member States (191). This yields the figure of 0.94 posts for each Member State. In order to make the membership factor a meaningful measure, it is advisable that the number of posts reserved for this factor be, at the minimum, equal to the number of Member States. This will allow each Member State to be allocated one post under this factor. Taking into consideration the number of posts available, the weight of the membership factor should therefore be set at a minimum of 43 per cent.

21. The *population factor* is based on the proportion of each Member State's population relative to the total population of all Member States combined. For each country this factor is equal to the total number of posts for the population factor (5 per cent of 450 = 22.5 posts) divided by the total population of all Member States and multiplied by the population of the relevant Member State.

22. The *contribution factor* is based on the latest scale of assessments agreed upon by the General Assembly; the number of posts allotted to each Member State varies proportionally. The contribution factor is different for each Member State, as it represents the total number of posts for the factor (55 per cent of 450 = 247.5 posts) divided by 100 and multiplied by the Member State's latest assessment percentage.

23. A new *troop contribution factor* is introduced, based on the proportion of troops each Member State provides relative to the total number of troops involved in peacekeeping operations as at 31 December 2003. It is proposed, under the various options developed, to have this proportion vary between 0 and 15 per cent.

C. Options for the system of desirable ranges for peacekeeping support account posts

24. To illustrate the ramifications of changing the relative weights of the population, membership and contribution factors and introducing the new troop

contribution factor, a series of alternative desirable ranges has been considered. These alternative ranges include six options, A to F, allowing for various shifts in the relative weight of all factors: membership, population, contribution, troop contribution and flexibility.

25. The flexibility factor varies between 15 and 35 per cent of each range, fixing the upper and lower limits in the various options described below. Progressively increased flexibility with decreasing contribution avoids affecting adversely the Member States with large assessments.

Analysis

26. Of the 450 posts that could be subject to certain criteria derived from a system similar to those used for posts subject to the system of desirable ranges, 120 posts (27 per cent) are currently encumbered by staff who were subject to the system of geographical distribution under the regular budget prior to their assignment or selection to posts and functions funded by the support account. As a result, 88 Member States are represented by at least one staff member against those posts. Taking into consideration the minimum ranges used in establishing the criteria for posts subject to the system of desirable ranges, a minimum range of 1 to 3 seems to be appropriate for geography, and flexibility of 15 per cent is basically irrelevant in all options and should be revised upward or eliminated. Under the proposed options, the weight of the membership factor is set invariably at 43 per cent, allowing one post for each of the 191 Member States (see table).

27. Variations in the contribution factor (as well as the population factor, to a lesser degree) allow for variations in the troop contribution factor. The weight of the contribution factor varies from its current 55 per cent maximum to 40 per cent minimum. These variations represent a maximum of 67.5 posts. The weight of the population factor is set at 2 per cent, which represents a total of 9 posts. The troop contribution factor varies from its current minimum of 0 per cent to a maximum of 15 per cent, which represents 67.5 posts (see table).

Table

	Weight of factors (percentages)				
Option	*Membership*	*Contribution*	*Population*	*Troop contribution*	*Flexibility*
A	40	55	5	0	15
B	43	52	2	3	15
C	43	49	2	6	20
D	43	46	2	9	25
E	43	43	2	12	30
F	43	40	2	15	35

28. Under option A, the weight of factors and the range of flexibility are those in effect in the determination of posts subject to the system of desirable ranges under the regular budget (membership, 40 per cent; contribution, 55 per cent; population, 5 per cent; flexibility, 15 per cent). Under this option, and taking account of the situation as at 31 December 2003, 13 out of the 88 Member States represented are overrepresented (Argentina, Australia, Canada, Denmark, Ghana, India, Ireland,

Jamaica, Kenya, Nepal, Pakistan, the Philippines and the Russian Federation) and 7 are underrepresented (China, France, Germany, Italy, Japan, Spain and the United States of America).

29. Under option B and the other remaining options, the weight of the membership factor is established at a percentage that allows each Member State to be the recipient of one post. Therefore, the weight of the membership factor should be at least 40 per cent of the total number of posts or 191 posts, whichever is higher. Of 450 posts, 191 represents 43 per cent. The weight of the population factor is set at 2 per cent and flexibility at 25 per cent. Under option B and the others, a troop contribution factor weight of 3 per cent (13.5 posts) is introduced, while the weight of the contribution factor is reduced by 3 per cent, to 52 per cent, and flexibility is set at 15 per cent. Using option B, the same 13 Member States as under option A are overrepresented, and 6 are underrepresented (France, Germany, Italy, Japan, Spain and the United States of America). Variations between the contribution and troop contribution factors under option B allow China to be brought within range.

30. Under option C, the weight of the contribution factor is set at 49 per cent and that of the troop contribution factor at 6 per cent (27 posts), while flexibility stands at 20 per cent. Under this option, the same 13 Member States are overrepresented as under options A and B, and 5 are underrepresented (France, Germany, Italy, Japan and Spain). Variations between the contribution and troop contribution factors under option C maintain China within range and also bring the United States of America within range.

31. Under option D, the weight of the contribution factor is set at 46 per cent and that of the troop contribution factor is 9 per cent (40.5 posts); flexibility stands at 25 per cent. The same 13 Member States as under options A, B and C remain overrepresented, while the same 5 Member States as under option C are underrepresented. China and the United States of America are within range.

32. Under option E, the weight of the contribution factor is set at 43 per cent, that of the troop contribution factor at 12 per cent (54 posts) and flexibility at 30 per cent. The same 13 Member States as under options A, B, C and D are overrepresented, and 2 Member States are underrepresented (Japan and Spain). In option E, variations between the contribution and troop contribution factors maintain China and the United States of America within range, and also bring France, Germany and Italy within range.

33. Under option F, the contribution factor is set at 40 per cent and the troop contribution factor at 15 per cent (67.5 posts), while flexibility is set at 35 per cent. The same 13 Member States as under options A, B, C, D and E are overrepresented, and the same 2 Member States as under option E are underrepresented. China, France, Germany, Italy and the United States of America are within range.

IV. Conclusion

34. If one excludes from the total number of available posts (450) the number of posts required to make the membership factor meaningful for all Member States (i.e., 191, one post for each Member State), only 259 posts in the Professional and higher categories remain subject to the recruitment criteria for support account posts in relation to three factors: population, contribution and troop contribution.

35. Considering that the margins for variation, especially for contribution, can hardly exceed 15 per cent (67.5 posts) without endangering too much the accepted balance between all factors, the differences between the options are small.

36. The number of overrepresented Member States remains at 13 (Argentina, Australia, Canada, Denmark, Ghana, India, Ireland, Jamaica, Kenya, Nepal, Pakistan, the Philippines and the Russian Federation) for all options.

37. Changing the margins of troop contribution from 0 to 15 per cent (67.5 posts) reduces the number of underrepresented Member States from seven to two. Member States that stand to benefit from these changes are China (troop contribution at 3 per cent, 13.5 posts), the United States of America (troop contribution at 6 per cent, 27 posts) and France, Germany and Italy (troop contribution at 12 per cent, 54 posts). Japan and Spain remain underrepresented under all the options.

38. In conclusion, it is possible to state that variations up to 15 per cent in the weight of the contribution factor in favour of the new troop contribution factor have only a marginal impact on Member States' representation status. The number of overrepresented Member States remains unchanged. Five Member States that stand to benefit (China, the United States of America, France, Germany, and Italy) are among major troop-contributing countries. These countries would move from their current status of underrepresentation to within range. The proposed options would not change the status of two underrepresented Member States (Japan and Spain).

Notes

[1] See A//57/224.

[2] See A/58/704.

Annex

Analysis of six options

		Posts		Posts		Posts		Posts		Posts		Posts	
Number of posts		450		450		450		450		450		450	
Membership factor		40	180.00	43	193.50	43	193.50	43	193.50	43	193.50	43	193.50
Contribution factor		55	247.50	52	234.00	49	220.50	46	207.00	43	207.00	40	207.00
Population factor		5	22.50	2	9.00	2	9.00	2	9.00	2	9.00	2	9.00
Troop contribution factor		0	0.00	3	13.50	6	27.00	9	40.50	12	40.50	15	40.50
		100.00	450	100.00	450	100.00	450	100.00	450	100.00	450	100.00	450
Troop contribution	42 597												
World population	6 282 648 000												
Member States	191												
Percentage flexibility		15		15		20		25		30		35	

				Options for posts funded from support account												Staff
				Option A		Option B		Option C		Option D		Option E		Option F		
Member State	**Peacekeeping assessment percentage as of July 2003**	**Troops**	**Population (thousands)**	**Midpoint**	**Range**	**Midpoint**	**Range**	**Midpoint**	**Range**	**Midpoint**	**Range**	**Midpoint**	**Range**	**Midpoint**	**Range**	**Support Account**
Afghanistan	0.000099		23 897	1.03	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	1
Albania	0.000593	3	3 166	0.96	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Algeria	0.013849	19	31 800	1.09	1 - 3	1.10	1 - 3	1.10	1 - 3	1.11	1 - 3	1.11	1 - 3	1.11	1 - 3	
Andorra	0.003957		71	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Angola	0.000198		13 625	0.99	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	
Antigua and Barbuda	0.001187		73	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Argentina	0.383432	554	38 428	2.03	1 - 4	2.14	1 - 4	2.26	1 - 4	2.39	1 - 4	2.39	1 - 4	2.39	1 - 4	5
Armenia	0.000396		3 061	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1
Australia	1.609505	851	19 731	5.00	3 - 7	5.08	3 - 7	5.13	3 - 7	5.18	3 - 7	5.18	3 - 7	5.18	3 - 7	13
Austria	0.936817	432	8 116	3.29	1 - 5	3.35	1 - 5	3.36	1 - 5	3.37	1 - 5	3.37	1 - 5	3.37	1 - 5	
Azerbaijan	0.000791		8 370	0.97	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	
Bahamas	0.009497		314	0.97	1 - 3	1.04	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	
Bahrain	0.010684		724	0.97	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	
Bangladesh	0.000989	4 022	146 736	1.47	1 - 3	2.50	1 - 5	3.77	2 - 6	5.05	3 - 7	5.05	3 - 7	5.05	3 - 7	2
Barbados	0.003561		270	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Belarus	0.003759		9 895	0.99	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	
Belgium	1.116860	14	10 318	3.74	2 - 6	3.65	2 - 6	3.50	1 - 5	3.36	1 - 5	3.35	1 - 5	3.35	1 - 5	2
Belize	0.000198		256	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1
Benin	0.000198	284	6 736	0.97	1 - 3	1.11	1 - 3	1.20	1 - 3	1.29	1 - 3	1.29	1 - 3	1.29	1 - 3	

Bhutan	0.000099		2 257	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Bolivia	0.001583	215	8 806	0.98	1 - 3	1.10	1 - 3	1.17	1 - 3	1.23	1 - 3	1.23	1 - 3	1.23	1 - 3	1
Bosnia and Herzegovina	0.000791	20	4 181	0.96	1 - 3	1.03	1 - 3	1.03	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1
Botswana	0.001978		1 785	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Brazil	0.472860	128	178 470	2.75	1 - 5	2.42	1 - 4	2.39	1 - 4	2.37	1 - 4	2.37	1 - 4	2.37	1 - 4	3
Brunei Darussalam	0.03019F		356	1.02	1 - 3	1.08	1 - 3	1.08	1 - 3	1.08	1 - 3	1.08	1 - 3	1.08	1 - 3	
Bulgaria	0.003858	94	7 897	0.98	1 - 3	1.06	1 - 3	1.09	1 - 3	1.12	1 - 3	1.12	1 - 3	1.12	1 - 3	1
Burkina Faso	0.000198	14	13 002	0.99	1 - 3	1.04	1 - 3	1.04	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	1
Burundi	0.000099		6 825	0.97	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Cambodia	0.000198		14 144	0.99	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	
Cameroon	0.001781	27	16 018	1.00	1 - 3	1.05	1 - 3	1.06	1 - 3	1.07	1 - 3	1.07	1 - 3	1.07	1 - 3	1
Canada	2.530494	239	31 510	7.32	5 - 9	7.06	5 - 9	6.79	5 - 9	6.52	5 - 9	6.52	5 - 9	6.52	4 - 9	12
Cape Verde	0.000099		483	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Central African Republic	0.000099		3 865	0.96	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Chad	0.000099		8 598	0.97	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	
Chile	0.041944	22	15 805	1.10	1 - 3	1.14	1 - 3	1.14	1 - 3	1.14	1 - 3	1.14	1 - 3	1.14	1 - 3	2
China	1.865367	297	1 304 196	10.23	8 - 12	7.34	5 - 9	7.18	5 - 9	7.03	5 - 9	7.03	5 - 9	7.03	5 - 9	6
Colombia	0.039788		44 222	1.20	1 - 3	1.17	1 - 3	1.16	1 - 3	1.16	1 - 3	1.16	1 - 3	1.16	1 - 3	1
Comoros	0.000099		768	0.95	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Congo	0.000198		3 724	0.96	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1
Costa Rica	0.003957		4 173	0.97	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	
Côte d'Ivoire	0.001781	14	18 631	1.01	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	
Croatia	0.007716	28	4 428	0.98	1 - 3	1.05	1 - 3	1.05	1 - 3	1.06	1 - 3	1.06	1 - 3	1.06	1 - 3	2
Cuba	0.005935		11 300	1.00	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	
Cyprus	0.037591		802	1.04	1 - 3	1.10	1 - 3	1.10	1 - 3	1.09	1 - 3	1.09	1 - 3	1.09	1 - 3	
Czech Republic	0.060245	35	10 236	1.13	1 - 3	1.18	1 - 3	1.18	1 - 3	1.19	1 - 3	1.19	1 - 3	1.19	1 - 3	
Democratic People's Republic of Korea	0.001781		22 664	1.03	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	

Democratic Republic of the Congo	0.000395		52 771	1.13	1 - 3	1.09	1 - 3	1.09	1 - 3	1.09	1 - 3	1.09	1 - 3	1.09	1 - 3	1
Denmark	0.740948	60	5 364	2.80	1 - 5	2.77	1 - 5	2.69	1 - 5	2.61	1 - 5	2.61	1 - 5	2.61	1 - 5	5
Djibouti	0.000099		703	0.95	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Dominica	0.000198		79	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Dominican Republic	0.004550		8 745	0.98	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	
Timor-Leste	0.000198		778	0.95	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Ecuador	0.004946		13 003	1.00	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	
Egypt	0.016026	121	71 931	1.24	1 - 3	1.19	1 - 3	1.23	1 - 3	1.26	1 - 3	1.26	1 - 3	1.26	1 - 3	3
El Salvador	0.003561	5	6 515	0.97	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	
Equatorial Guinea	0.000099		494	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Eritrea	0.000099		4 141	0.98	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Estonia	0.009892	2	1 323	0.97	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	
Ethiopia	0.000395	6	70 678	1.20	1 - 3	1.12	1 - 3	1.12	1 - 3	1.12	1 - 3	1.12	1 - 3	1.12	1 - 3	
Fiji	0.000791	235	839	0.95	1 - 3	1.09	1 - 3	1.16	1 - 3	1.24	1 - 3	1.24	1 - 3	1.24	1 - 3	1
Finland	0.516387	250	5 207	2.24	1 - 4	2.31	1 - 4	2.32	1 - 4	2.33	1 - 4	2.33	1 - 4	2.33	1 - 4	3
France	7.873017	319	60 144	20.64	18 - 24	19.62	17 - 23	18.66	15 - 22	17.70	13 - 22	17.70	12 - 23	17.70	12 - 24	10
Gabon	0.002770		1 329	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1
Gambia	0.000099	174	1 426	0.95	1 - 3	1.07	1 - 3	1.13	1 - 3	1.18	1 - 3	1.18	1 - 3	1.18	1 - 3	1
Georgia	0.000989		5 126	0.96	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Germany	9.663953	355	82 476	25.16	21 - 29	23.86	20 - 27	22.67	18 - 27	21.47	16 - 27	21.47	15 - 28	21.47	14 - 29	12
Ghana	0.000989	2 295	20 922	1.02	1 - 3	1.77	1 - 4	2.50	1 - 4	3.23	1 - 5	3.23	1 - 5	3.23	1 - 5	7
Greece	0.533204	29	10 976	2.30	1 - 4	2.29	1 - 4	2.22	1 - 4	2.16	1 - 4	2.16	1 - 4	2.16	1 - 4	
Grenada	0.000198		80	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Guatemala	0.005342		12 347	1.00	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1
Guinea	0.000297	23	8 480	0.97	1 - 3	1.03	1 - 3	1.04	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	
Guinea-Bissau	0.000099	650	1 493	0.95	1 - 3	1.22	1 - 3	1.43	1 - 3	1.63	1 - 4	1.63	1 - 4	1.63	1 - 4	
Guyana	0.000198	12	765	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1
Haiti	0.000198		8 326	0.97	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	
Honduras	0.000989		5 941	0.97	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	

Hungary	0.071226	141	9 877	1.15	1 - 3	1.24	1 - 3	1.27	1 - 3	1.31	1 - 3	1.31	1 - 3	1.31	1 - 3	2
Iceland	0.032845		290	1.02	1 - 3	1.09	1 - 3	1.09	1 - 3	1.08	1 - 3	1.08	1 - 3	1.08	1 - 3	
India	0.067467	2 922	1 065 462	4.93	3 - 7	3.62	2 - 6	4.54	3 - 7	5.46	3 - 7	5.46	3 - 7	5.46	3 - 7	14
Indonesia	0.039670	203	219 883	1.83	1 - 4	1.49	1 - 3	1.54	1 - 4	1.60	1 - 4	1.60	1 - 4	1.60	1 - 4	
Iran (Islamic Republic of)	0.053815	2	68 920	1.32	1 - 3	1.24	1 - 3	1.23	1 - 3	1.23	1 - 3	1.23	1 - 3	1.23	1 - 3	
Iraq	0.020907		25 175	1.10	1 - 3	1.11	1 - 3	1.11	1 - 3	1.10	1 - 3	1.10	1 - 3	1.10	1 - 3	
Ireland	0.290839	65	3 956	1.68	1 - 4	1.72	1 - 4	1.70	1 - 4	1.68	1 - 4	1.68	1 - 4	1.68	1 - 4	5
Israel	0.410537		6 433	1.98	1 - 4	1.98	1 - 4	1.93	1 - 4	1.87	1 - 4	1.87	1 - 4	1.87	1 - 4	1
Italy	5.010286	174	57 423	13.55	12 - 16	12.87	11 - 15	12.25	10 - 15	11.63	9 - 15	11.63	8 - 15	11.63	8 - 15	7
Jamaica	0.000791		2 851	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	2
Japan	19.305895	408	127 654	49.18	42 - 57	46.50	40 - 53	44.02	35 - 53	41.55	31 - 52	41.55	29 - 54	41.55	27 - 56	3
Jordan	0.001583	1 578	5 473	0.97	1 - 3	1.52	1 - 4	2.02	1 - 4	2.52	1 - 5	2.52	1 - 5	2.52	1 - 5	2
Kazakhstan	0.005540		15 433	1.01	1 - 3	1.05	1 - 3	1.06	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	2
Kenya	0.001583	1 812	31 987	1.06	1 - 3	1.64	1 - 4	2.21	1 - 4	2.78	1 - 5	2.78	1 - 5	2.78	1 - 5	6
Kiribati	0.000099		88	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Kuwait	0.134513		2 521	1.28	1 - 3	1.33	1 - 3	1.31	1 - 3	1.30	1 - 3	1.30	1 - 3	1.30	1 - 3	
Kyrgyzstan	0.000198	6	5 136	0.96	1 - 3	1.02	1 - 3	1.02	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	
Lao People's Democratic Republic	0.000099		5 057	0.96	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Latvia	0.002968		2 307	0.96	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Lebanon	0.002374		3 653	0.96	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1
Lesotho	0.000099		1 802	0.96	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Liberia	0.000099		3 367	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1
Libyan Arab Jamahiriya	0.013256		5 551	1.00	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	
Liechtenstein	0.005935		34	0.96	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	
Lithuania	0.005045	8	3 444	0.97	1 - 3	1.03	1 - 3	1.03	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	
Luxembourg	0.079140		453	1.14	1 - 3	1.20	1 - 3	1.19	1 - 3	1.18	1 - 3	1.18	1 - 3	1.18	1 - 3	1
Madagascar	0.000297		17 404	1.01	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	
Malawi	0.000198	44	12 109	0.99	1 - 3	1.04	1 - 3	1.06	1 - 3	1.07	1 - 3	1.07	1 - 3	1.07	1 - 3	
Malaysia	0.046496	258	24 425	1.14	1 - 3	1.24	1 - 3	1.31	1 - 3	1.39	1 - 3	1.39	1 - 3	1.39	1 - 3	2

Maldives	0.000099		318	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Mali	0.000198	292	13 007	0.99	1 - 3	1.12	1 - 3	1.22	1 - 3	1.31	1 - 3	1.31	1 - 3	1.31	1 - 3	1
Malta	0.014839		394	0.98	1 - 3	1.05	1 - 3	1.05	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	
Marshall Islands	0.000198		53	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Mauritania	0.000099		2 893	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Mauritius	0.002176	7	1 221	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	
Mexico	0.214864		103 457	1.84	1 - 4	1.66	1 - 4	1.64	1 - 4	1.61	1 - 4	1.61	1 - 4	1.61	1 - 4	
Micronesia (Federated States of)	0.000198		109	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Monaco	0.003957		34	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Mongolia	0.000198	5	2 594	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1
Morocco	0.008705	658	30 566	1.07	1 - 3	1.29	1 - 3	1.49	1 - 3	1.70	1 - 4	1.70	1 - 4	1.70	1 - 4	
Mozambique	0.000099	4	18 863	1.01	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	
Myanmar	0.000989		49 485	1.12	1 - 3	1.09	1 - 3	1.09	1 - 3	1.09	1 - 3	1.09	1 - 3	1.09	1 - 3	
Namibia	0.001385	7	1 987	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	
Nauru	0.000198		13	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Nepal	0.000395	1 726	25 164	1.03	1 - 3	1.60	1 - 4	2.14	1 - 4	2.89	1 - 5	2.89	1 - 5	2.89	1 - 5	5
Netherlands	1.719311	13	16 149	5.26	3 - 7	5.06	3 - 7	4.84	3 - 7	4.61	3 - 7	4.61	3 - 7	4.61	3 - 7	5
New Zealand	0.238409	19	3 875	1.55	1 - 4	1.58	1 - 4	1.56	1 - 4	1.53	1 - 4	1.53	1 - 4	1.53	1 - 4	10
Nicaragua	0.000198		5 466	0.96	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Niger	0.000099	26	11 972	0.99	1 - 3	1.04	1 - 3	1.05	1 - 3	1.06	1 - 3	1.06	1 - 3	1.06	1 - 3	1
Nigeria	0.013454	3 340	124 009	1.42	1 - 3	2.28	1 - 4	3.34	1 - 5	4.39	2 - 6	4.39	2 - 6	4.39	2 - 6	2
Norway	0.639053	44	4 533	2.54	1 - 5	2.53	1 - 5	2.46	1 - 4	2.38	1 - 4	2.38	1 - 4	2.38	1 - 4	3
Oman	0.018103		2 851	1.00	1 - 3	1.06	1 - 3	1.06	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	
Pakistan	0.012069	5 252	153 578	1.52	1 - 4	2.93	1 - 5	4.59	3 - 7	6.25	4 - 8	6.25	4 - 8	6.25	4 - 8	9
Palau	0.000297		20	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Panama	0.003561		3 120	0.96	1 - 3	1.03	1 - 3	1.03	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Papua New Guinea	0.001187		6 711	0.97	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Paraguay	0.003166	22	5 878	0.97	1 - 3	1.04	1 - 3	1.04	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	
Peru	0.023346	7	27 167	1.10	1 - 3	1.11	1 - 3	1.11	1 - 3	1.11	1 - 3	1.11	1 - 3	1.11	1 - 3	

Philippines	0.029677	161	79 999	1.30	1 - 3	1.25	1 - 3	1.19	1 - 3	1.34	1 - 3	1.34	1 - 3	1.34	1 - 3	6
Poland	0.112181	737	38 587	1.56	1 - 3	1.56	1 - 4	1.78	1 - 4	2.00	1 - 4	2.00	1 - 4	2.00	1 - 4	1
Portugal	0.457032	705	10 063	2.11	1 - 4	2.32	1 - 4	2.48	1 - 4	2.64	1 - 5	2.64	1 - 5	2.64	1 - 5	3
Qatar	0.031112		616	1.02	1 - 3	1.09	1 - 3	1.08	1 - 3	1.08	1 - 3	1.08	1 - 3	1.08	1 - 3	
Republic of Korea	1.245145	44	47 700	4.19	2 - 6	4.01	2 - 6	3.85	2 - 6	3.70	2 - 6	3.70	2 - 6	3.70	2 - 6	4
Republic of Moldova	0.000396	2	4 267	0.96	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Romania	0.017213	218	22 334	1.06	1 - 3	1.15	1 - 3	1.22	1 - 3	1.29	1 - 3	1.29	1 - 3	1.29	1 - 3	2
Russian Federation	1.461123	322	143 246	5.07	3 - 7	4.74	3 - 7	4.64	3 - 7	4.55	3 - 7	4.55	3 - 7	4.55	3 - 7	9
Rwanda	0.000099		8 387	0.97	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1
Saint Kitts and Nevis	0.000198		42	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Saint Lucia	0.000396		149	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Saint Vincent and the Grenadines	0.000198		120	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Samoa	0.000099	15	178	0.94	1 - 3	1.02	1 - 3	1.02	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	
San Marino	0.001978		28	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
São Tomé and Príncipe	0.000099		161	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Saudi Arabia	0.164413		24 217	1.44	1 - 3	1.43	1 - 3	1.41	1 - 3	1.39	1 - 3	1.39	1 - 3	1.39	1 - 3	
Senegal	0.000989	782	10 095	0.98	1 - 3	1.28	1 - 3	1.53	1 - 4	1.77	1 - 4	1.77	1 - 4	1.77	1 - 4	2
Serbia and Montenegro	0.003957	8	10 527	0.99	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	
Seychelles	0.000791		81	0.94	1 - 3	1.02	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Sierra Leone	0.000099		4 971	0.96	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	3
Singapore	0.359616	75	4 253	1.85	1 - 4	1.88	1 - 4	1.86	1 - 4	1.83	1 - 4	1.83	1 - 4	1.83	1 - 4	1
Slovakia	0.012761	604	5 402	0.99	1 - 3	1.24	1 - 3	1.43	1 - 3	1.62	1 - 4	1.62	1 - 4	1.62	1 - 4	1
Slovenia	0.080129	17	1 984	1.15	1 - 3	1.21	1 - 3	1.20	1 - 3	1.20	1 - 3	1.20	1 - 3	1.20	1 - 3	
Solomon Islands	0.000099		477	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Somalia	0.000099		9 890	0.98	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	1.03	1 - 3	
South Africa	0.080722	1 416	45 026	1.30	1 - 3	1.72	1 - 4	2.15	1 - 4	2.59	1 - 5	2.59	1 - 5	2.59	1 - 5	3
Spain	2.491666	26	41 060	7.26	5 - 9	6.91	5 - 9	6.58	5 - 9	6.25	4 - 8	6.25	4 - 8	6.25	4 - 8	1
Sri Lanka	0.003166	14	19 065	1.02	1 - 3	1.05	1 - 3	1.06	1 - 3	1.06	1 - 3	1.06	1 - 3	1.06	1 - 3	2

Sudan	0.000593		33 610	1.06	1 - 3	1.06	1 - 3	1.06	1 - 3	1.06	1 - 3	1.06	1 - 3	1.06	1 - 3	1
Suriname	0.000396		436	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Swaziland	0.000396		1 077	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	2
Sweden	1.015709	180	8 876	3.49	1 - 5	3.46	1 - 5	3.38	1 - 5	3.30	1 - 5	3.30	1 - 5	3.30	1 - 5	5
Switzerland	1.260301	29	7 169	4.09	2 - 6	3.98	2 - 6	3.82	2 - 6	3.66	2 - 6	3.66	2 - 6	3.66	2 - 6	
Syrian Arab Republic	0.015828		17 800	1.05	1 - 3	1.08	1 - 3	1.07	1 - 3	1.07	1 - 3	1.07	1 - 3	1.07	1 - 3	
Tajikistan	0.058168		6 245	1.11	1 - 3	1.16	1 - 3	1.15	1 - 3	1.14	1 - 3	1.14	1 - 3	1.14	1 - 3	
Thailand	0.001187	522	62 833	1.17	1 - 3	1.27	1 - 3	1.44	1 - 3	1.60	1 - 4	1.60	1 - 4	1.60	1 - 4	3
The former Yugoslav Republic of Macedonia	0.000198		2 056	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Togo	0.000099	151	4 909	0.96	1 - 3	1.07	1 - 3	1.12	1 - 3	1.16	1 - 3	1.16	1 - 3	1.16	1 - 3	
Tonga	0.000198		104	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Trinidad and Tobago	0.003166		1 303	0.95	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Tunisia	0.005935	508	9 832	0.99	1 - 3	1.20	1 - 3	1.36	1 - 3	1.52	1 - 4	1.52	1 - 4	1.52	1 - 4	
Turkey	0.174108	170	71 325	1.63	1 - 4	1.58	1 - 4	1.61	1 - 4	1.64	1 - 4	1.64	1 - 4	1.64	1 - 4	2
Turkmenistan	0.000593		4 867	0.96	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	1.02	1 - 3	
Tuvalu	0.000099		11	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Uganda	0.000495		25 827	1.04	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	1
Ukraine	0.010486	1 062	48 523	1.14	1 - 3	1.44	1 - 3	1.78	1 - 4	2.11	1 - 4	2.11	1 - 4	2.11	1 - 4	1
United Arab Emirates	0.184841		2 995	1.41	1 - 3	1.45	1 - 3	1.42	1 - 3	1.40	1 - 3	1.40	1 - 3	1.40	1 - 3	
United Kingdom of Great Britain and Northern Ireland	6.740647	592	59 251	17.84	15 - 21	17.06	14 - 20	16.34	13 - 20	15.61	12 - 20	15.61	11 - 20	15.61	10 - 21	16
United Republic of Tanzania	0.000395	24	36 977	1.08	1 - 3	1.07	1 - 3	1.08	1 - 3	1.09	1 - 3	1.09	1 - 3	1.09	1 - 3	3
United States of America	26.787254	464	294 043	68.29	58 - 79	64.26	55 - 74	60.79	49 - 73	57.33	43 - 72	57.33	40 - 75	57.33	37 - 77	35
Uruguay	0.015828	1 883	3 415	0.99	1 - 3	1.65	1 - 4	2.25	1 - 4	2.84	1 - 5	2.84	1 - 5	2.84	1 - 5	2
Uzbekistan	0.002176		26 093	1.04	1 - 3	1.06	1 - 3	1.06	1 - 3	1.05	1 - 3	1.05	1 - 3	1.05	1 - 3	
Vanuatu	0.000099		212	0.94	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	1.01	1 - 3	
Venezuela	0.041153		25 699	1.14	1 - 3	1.15	1 - 3	1.14	1 - 3	1.14	1 - 3	1.14	1 - 3	1.14	1 - 3	
Viet Nam	0.003166		81 377	1.24	1 - 3	1.14	1 - 3	1.14	1 - 3	1.14	1 - 3	1.14	1 - 3	1.14	1 - 3	
Yemen	0.000593		20 010	1.02	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	1.04	1 - 3	

Zambia	0.000198	908	10 812	0.98	1 - 3	1.32	1 - 3	1.60	1 - 4	1.89	1 - 4	1.89	1 - 4	1.89	1 - 4	1
Zimbabwe	0.001583	69	12 891	0.99	1 - 3	1.06	1 - 3	1.08	1 - 3	1.10	1 - 3	1.10	1 - 3	1.10	1 - 3	1
Total	**100.000000**	**42 597**	**6 282 648**	**450**		**450**		**450**		**450**		**450**		**450**		**301**